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Best Practices Language - History of Hiring Practices: 1985-1987 MCCFA Contract

Bill Newton

Minnesota State College Faculty

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HISTORY OF HIRING PRACTICES
Bill Newton
MSCF Field Representative
1985-1987 MCCFA CONTRACT

Section 1. Appointments.

G. Hiring Practice. It shall be the normal practice to hire Unlimited Full-Time faculty members unless special circumstances, as identified in "E" above (temporary full-time), suggest that this would not serve the best interest of the college.

The normal practice shall be to hire a full-time faculty member in a field after three successive quarters in which sufficient demand in the offerings in a field has been equal to or greater than an assignment to a full-time faculty member. Exceptions to this provision (previous sentence) may be made only in the following situations:

1. A faculty member at that college who has received a layoff notice wishes to retrain for the position.
2. Some of these offerings were short courses or seminars of less than a quarter in duration and were not intended to be offered on an on-going basis as a part of the regular curriculum. After the credits generated by such courses have been excluded, if sufficient credits to offer a full-time position exist, such a position will be posted.
3. The course offerings in an occupational field require special expertise in more than one area, a search has been conducted, and no candidate has met the posted qualifications. In such case, an annual internal posting will be made within the Community College System.
4. When special circumstances exist and agreement is reached by the State Association President and the Chancellor or Chancellor's designee. Said agreement shall end at the end of each year unless renewed.

It shall also be normal practice to hire a minimum number of part-time faculty members by combining their assignments to the maximum amount feasible. Unless specified in writing at the time of employment, each faculty member will be presumed to be Unlimited Full-Time.

Section 2. Faculty Movement Between Colleges and Claiming Vacant Positions.

B. Claiming Vacant Positions.

2. **Part-Time:** Part-time faculty members who have been employed by a community college for nine (9) or more quarters or for one academic year full-time equivalency shall be employed for any part-time positions for which they are qualified at the college unless faculty members on the layoff list wish to claim such positions. To claim a position the faculty member must meet the established minimum qualifications or must have held the assignment in the past two years at

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the college. If more than one eligible part-time faculty member claims such a position, the faculty member with the greater amount of total service in that assignment at that college, shall receive the appointment.

1987-89 MCCFA CONTRACT

Hiring Practices language remained the same, but the System traded with the MCCFA the part-time claiming language above for instituting a mandatory Unlimited Part-time System for all part-time faculty who had been employed between 36% and 80% for four consecutive years. Each temporary part-time faculty member who met the claiming requirements contained in Section 2, part B, paragraph 2 above were automatically converted to Unlimited Part-time status. As a result of this trade literally hundreds of faculty over the next four years were converted from TPT status to Unlimited Full-time.

1993-95 MCCFA CONTRACT

Subd. 8. Hiring Practices. The Employer shall fill a minimum seventy percent (70%) of the system FTE allocation with unlimited full-time faculty. No college shall fill less than sixty percent (60%) of its allocation with unlimited full-time faculty. Centers will be counted as colleges in the college percentage calculation.

The basis for calculating the percentage that unlimited full-time faculty positions are of faculty allocations will be:

- The faculty allocation for the system and to the colleges, excluding "special needs," financial aid unclassified employees and community education as established according to Minnesota State Board for Community Colleges Policy V.01.03 Allocations and Spending Plans as it existed in the July, 1991, document.
- The unlimited full-time faculty roster as of mid-January. The roster includes all instructors, counselors and librarians with the exception of new unlimited part-time faculty after July 1, 1987.

No later than January 20 of each year, the system office and the Association shall jointly produce an analysis of the unlimited full-time positions on the roster compared to the FTE allocated in that fiscal year. The analysis will examine each campus as well as the entire system.

The posting for the unlimited full-time positions shall occur no later than March 31, to allow for filling at the start of the next academic year.

Colleges with a higher percentage of unlimited full-time faculty than the seventy percent (70%) referenced above may not use the percentage of full-time faculty as a reason to issue layoff notices.

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When special circumstances exist and agreement is reached between the Association and the chancellor, terms of this subdivision may be waived.

1999-2001 MCCFA CONTRACT

Subd. 8. Hiring Practices. The Employer will insure that each college employs no less than sixty-seven percent (67%) of the total FYE MCCFA bargaining unit ten (10) faculty as unlimited full-time faculty.

A. The basis for calculating the number of unlimited full-time faculty positions required at each college will be as follows:

1. No later than February 15 of each year, the Employer shall provide the Association with a report of total MCCFA bargaining unit employment at all community colleges and comprehensive community colleges for the current year. This report will include all credit assignments, including overload during the academic year, activity credits, and fifty percent (50%) of the concurrent enrollment, provided by full-time and part-time faculty regardless of bargaining unit eligibility. It shall include all persons who are paid wages by the college or system regardless of funding source. Summer assignments including extra days and Financial Aid will not be included except for the remaining four (4) full-time unlimited financial aid directors employed at Century College, Itasca Community College, Minneapolis Community and Technical College and North Hennepin Community College.
2. The work that is done by temporary faculty members who are hired as replacements for sabbatical leaves and for Association release time shall be subtracted from the total at each college.
3. The Hiring Practices requirement of sixty-seven percent (67%) shall be established by multiplying the total MCCFA employment as described above times 0.67 and rounded to the nearest whole number. If the rounding down causes the percentage to go below sixty-six and one-half percent (66.5%), the number will be rounded up.

B. The unlimited full-time faculty roster as of February 15 shall include all instructors, counselors and librarians with the exception of new unlimited part-time faculty after July 1, 1987. No later than March 15 of each year, the system office and the Association shall jointly produce an analysis of the unlimited full-time MCCFA faculty employed at each community college and comprehensive community college for the current academic year. The analysis will examine each college.

1. Faculty who have been terminated for cause or have been non-renewed as of February 15 shall be subtracted from the total. Any faculty member who is on an unpaid leave of absence to serve as a MnSCU administrator for more than three (3) years shall also be subtracted from the total.

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2. The difference between the number of unlimited full-time faculty currently employed at each college as of February 15 and respective of deletions indicated above and the number needed to insure sixty-seven percent (67%) as established in paragraph A.1 and 2 above shall be the minimum number posted and hired. The posting of the required number of unlimited full-time positions needed to be in compliance with the hiring practices above shall occur no later than March 31, to allow for filling at the start of the next academic year. It is the intent of this section to provide compliance by the beginning of the next academic year. The system and the Association will meet no later than May 1 to assure that the number of positions posted will bring the colleges into compliance.
- C. Class size increases may not be used to alter the ratio of unlimited full-time faculty to temporary part-time faculty.
- D. Colleges with a higher percentage of unlimited full-time faculty than the sixty-seven percent (67%) referenced above may not use the percentage of full-time faculty as a reason to issue layoff notices.
- E. When special circumstances exist and agreement is reached between the Association and the chancellor, terms of this subdivision may be waived or altered.

2003-2005 MSCF CONTRACT

Section 7. Hiring Practices. The Employer will insure that the system employs no less than (70%) of the total FYE MSCF bargaining unit ten (10) faculty as unlimited full-time faculty and that each state college employs no less than sixty percent (60%) of the total FYE MSCF bargaining unit ten (10) faculty as unlimited full-time faculty as calculated below.

Subd 1. Calculation of UFT Positions Needed. The basis for calculating the number of unlimited full-time faculty positions required at each college will be as follows:

- A. No later than February 15 of each year, the Employer shall provide the MSCF with a report of total MSCF bargaining unit employment at all technical colleges, community colleges and comprehensive community colleges for the current year. This report will include all credit assignments, including overload during the academic year, activity credits, and fifty percent (50%) of the concurrent enrollment, provided by full-time and part-time faculty regardless of bargaining unit eligibility. It shall include all persons who are paid wages by the college or system regardless of funding source. Summer assignments including extra days and Financial Aid will not be included except for the remaining two (2) full-time unlimited financial aid directors employed at Century College, and Minneapolis Community and Technical College. Customized Training (credit and non-credit) provided by Customized Training faculty members as defined in Article 28 shall

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MSCF Field Representative

not be included in this calculation.

- B. The work that is done by temporary faculty members who are hired as replacements for sabbatical leaves and for MSCF release time shall be subtracted from the total at each college.
- C. The Hiring Practices requirement of seventy percent (70%) state-wide and sixty percent (60%) at each college shall be established by multiplying the total MSCF employment as described above times 0.70 and 0.60 and rounded to the nearest whole number. If the rounding down causes the percentage to go below seventy (70%) and sixty (60%), the number will be rounded up.

Subd. 2. Verification of Rosters. The unlimited full-time faculty roster as of February 15 shall include all instructors, counselors and librarians with the exception of new unlimited part-time faculty after July 1, 1987. No later than March 15 of each year, the system office and the MSCF shall jointly produce an analysis of the unlimited full-time MSCF faculty employed at each technical college, community college and consolidated community college for the current academic year. The analysis will examine each college. Customized Training faculty members as defined in Article 28 shall not be included in this analysis.

- A. Faculty who have been terminated for cause or have been non-renewed as of February 15 shall be subtracted from the total. Any faculty member who is on an unpaid leave of absence to serve as a MnSCU administrator for more than three (3) years shall also be subtracted from the total.
- B. The difference between the number of unlimited full-time faculty currently employed at each college as of February 15 and respective of deletions indicated above and the number needed to insure seventy percent (70%) and sixty percent (60%) as established in Subd. 1, paragraphs A and B above shall be the minimum number posted and hired. The posting of the required number of unlimited full-time positions needed to be in compliance with the hiring practices above shall occur no later than March 31, to allow for filling at the start of the next academic year. It is the intent of this section to provide compliance by the beginning of the next academic year. The system and the MSCF will meet no later than May 1 to assure that the number of positions posted will bring the colleges into compliance.

Class size increases may not be used to alter the ratio of unlimited full-time faculty to temporary part-time faculty.

Colleges with a higher percentage of unlimited full-time faculty than the sixty percent (60%) referenced above may not use the percentage of full-time faculty as a reason to issue layoff notices.

When special circumstances exist and agreement is reached between the MSCF and the Chancellor, terms of this subdivision may be waived or altered.

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ARTICLE 8
SHARED GOVERNANCE AND ACADEMIC AFFAIRS

Section 1. Faculty Shared Governance Council.

Subd. 1. Purpose of the Council. The Employer and the MSCF recognize that the faculty has a direct interest in College issues including, but not limited to, long and short range planning, priorities in the deployment of financial resources, acquisition and use of existing physical and human resources, institutional self-study, marketing, public relations, and recruiting activities. The parties agree that the Council is established to make recommendations to the College on the following topic areas: Personnel, Student Affairs, Facilities, Fiscal Matters and General Matters. Nothing contained in this Article shall be construed to prevent the Employer from having discussions with any individual or organization provided such discussion do not conflict with P.E.L.R.A. or other provisions of this agreement.

Subd. 2. Structure of the Council. Membership on the council at each college shall consist of the MSCF chapter leadership team and the elected MSCF members in good standing representing a cross-section of disciplines (*discipline(s)* may mean division, department, or program). The faculty will select one member to serve as Council President. The number of members of the council shall be determined by the MSCF chapter. The college president shall serve as an administrative liaison to the Council. It shall be normal practice for the President to attend the Council meetings. The college president or designee may appoint up to three (3) administrators from outside the MSCF bargaining unit as participants in the council. The Council President and the College President may invite subject area experts as needed to address specific agenda items.

Subd. 3. Authority of the Council. The council will have full authority to present the views of the faculty in meetings with the college president or provost.

Subd. 4. Procedures of the Council. The elected council president shall preside over all meetings of the council. Meetings shall be scheduled a minimum of two (2) times during each academic semester. At the request of the faculty, the council shall also meet during the summer.

Subd. 5. Meeting Agendas. The agenda for each meeting shall be prepared and distributed by the council president at least one (1) week before the meeting, and shall contain all items submitted by the President of the MSCF council or the college president or designee.

Subd. 6. Clerical Support. The college shall provide clerical support:

A. To assist in the preparation and distribution of the agenda, and

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- B. To assist in the preparation and distribution of the minutes to the faculty within two weeks of the meeting after the minutes have been reviewed and approved by the council leadership and the college president.

Subd. 7. Reports. Within two (2) weeks of each meeting, the college president or designee will report to the faculty, in writing, actions taken or decisions made based on council discussions. The report shall also provide the rationale for each action taken and for each decision made.

Subd. 8. Matters Which Must Be Considered. Proposals initiated by the administration to create or change existing policies and/or rules and regulations affecting faculty members will be submitted in writing to the local MSCF for reaction before a final decision is made by the administration.

Reductions in unlimited faculty members must be discussed within one month following the notice of layoff.

If agreement is not reached on a proposal at the first meeting at which it was considered, the administration shall take no action on the proposal for ten days. At the request of the faculty, the proposal shall be reconsidered at a subsequent council meeting during the ten-day period.

Subd. 9. Appeals. Sincere efforts shall be made to reach agreement. If the local MSCF or the administration feels that sincere efforts to reach agreement or understanding have not been made in shared governance council meetings, either party may request that the MSCF bring the issue(s) to the next monthly meeting of the MnSCU/MSCF Joint Labor-Management Committee.

Section 2. Academic Affairs and Standards Council. Faculty have fundamental and unique responsibility in matters affecting the academic well-being of the state colleges. The parties agree that the faculty hold the critical role in academic decision-making at the colleges. In order to ensure such role, the parties agree to establish an Academic Affairs and Standards Council to which management and faculty will bring all proposals regarding academic affairs and standards.

Subd. 1. Purpose of the Council. The purpose of the Council is to provide direction for the College president in all matters included in academic affairs, including course outlines, award requirements, academic standards, course and program components, and the inventory of course and program offerings.

Subd. 2. Structure of the Council. The Council shall consist of two-thirds faculty members and one-third administrators and/or other staff. The faculty members will be selected by the faculty president after consultation with the college president. The administrative members will be selected by the college president after consultation with the faculty president but must include the chief academic officer. The parties agree to make appointments that represent broadly the academic programming of the college. A faculty member shall serve as chair of the council. S/he shall develop

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agendas and meeting arrangements cooperatively with the Chief Academic Officer. Other individuals may be invited to address the council.

Subd. 3. Process. The council shall develop procedures for all curriculum matters to be discussed. The council shall, upon due consideration, forward its decisions to the administration. While it is recognized that the college president reserves the ultimate decision-making authority, the norm shall be to follow the decision of the Academic Affairs and Standards Council absent a compelling reason(s) to do otherwise. If the administration counters a decision of the council, the council chair may request that the college president attend an upcoming meeting of the council to hear an appeal on the issue.

Section 3. Alternative Structure. As an alternative to the structures in Sections 1 and/or 2 above, a different structure may be agreed to between the College President and the MSCF chapter with the approval of the state MSCF. Such agreement shall be confined to the design of the structure and its operational mode. Such an agreement shall not in any way regulate or control the right of selection or participation by the MSCF chapter. In the event that no agreement is reached on such an alternative structure, the governance structure shall be that set forth in Section 1 and/or 2 above.

ARTICLE 20 APPOINTMENTS AND CREDENTIALS

Section 7. Hiring Practices. The Employer will insure that the system employs no less than seventy percent (70%) of the total FYE MSCF bargaining unit ten (10) faculty as unlimited full-time faculty and that each state college employs no less than sixty percent (60%) of the total FYE MSCF bargaining unit ten (10) faculty as unlimited full-time faculty as calculated below.

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- B. The work that is done by temporary faculty members who are hired as

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replacements for sabbatical leaves and for MSCF release time shall be subtracted from the total at each college.

- C. The Hiring Practices requirement of seventy percent (70%) state-wide and sixty percent (60%) at each college shall be established by multiplying the total MSCF employment as described above times 0.70 and 0.60 and rounded to the nearest whole number. If the rounding down causes the percentage to go below seventy (70%) and sixty (60%), the number will be rounded up.

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Minnesota State College Faculty HIRING PRACTICES

Academic Year 2005-2006

February 15, 2006

PHASE I SUMMARY DATA

	ACTUAL	ACTUAL	ACTUAL			TENTATIVE					
	Total	Addition	Subtraction	Hir. Prac.	Hir. Prac.	Nov.1, 2005 Seniority			Posting	2006-07 UFT	In
	College	50%	SA & Assoc.	TOTAL	TOTAL	Roster Numbers Used		Percent	Obligation	Postings	Compliance
	FTE	Concurrent	Replcmt.	FTE	FTE	# of UFT	FTE	of UFT	By	11/24/05 thru	as of 2/15/06
COLLEGE	FTE	FTE	FTE		x 60%	Faculty	Difference	@ College	March 31	2/21/2006	Yes/No
Alexandria	92.547	0.000	0.000	92.547	55.528	79	23.472	85.4%		0	Yes
Anoka	84.886	1.281	0.799	85.368	51.221	60	8.779	70.3%		0	Yes
Anoka-Ramsey/Cambridge	187.866	3.783	3.467	188.182	112.909	109	-3.909	57.9%	4	11	Yes
Central Lakes	135.232	0.000	3.512	131.720	79.032	99	19.968	75.2%		1	Yes
Century	282.071	0.000	12.676	269.395	161.637	185	23.363	68.7%		6	Yes
Dakota Co.	114.587	0.766	1.656	113.697	68.218	80	11.782	70.4%		0	Yes
Fond du Lac	46.309	9.017	2.062	53.264	31.958	33	1.042	62.0%		0	Yes
Hennepin	184.618	0.117	1.375	183.360	110.016	149	38.984	81.3%		0	Yes
Hibbing	76.709	0.000	0.648	76.061	45.637	60	14.363	78.9%		1	Yes
Inver Hills	149.870	0.000	3.141	146.729	88.037	87	-1.037	59.3%	2	4	Yes
Itasca	58.382	0.167	3.901	54.648	32.789	42	9.211	76.9%		0	Yes
Lake Superior	161.604	8.283	1.635	168.252	100.951	97	-3.951	57.7%	4	5	Yes
Mesabi-Range	66.059	3.550	2.417	67.192	40.315	46	5.685	68.5%		0	Yes
Minneapolis	249.978	0.000	10.430	239.548	143.729	147	3.271	61.4%		8	Yes
Minnesota State C & T C	268.231	6.450	5.707	268.974	161.384	187	25.616	69.5%		11	Yes
MN West	126.630	0.350	1.267	125.713	75.428	90	14.572	71.6%		0	Yes
MSC-SE Technical	68.983	0.000	0.563	68.420	41.052	54	12.948	78.9%		2	Yes
Normandale	262.126	0.233	10.100	252.259	151.355	179	27.645	71.0%		13	Yes
North Hennepin	173.233	0.000	6.171	167.062	100.237	106	5.763	63.4%		8	Yes
Northland	174.027	1.683	2.407	173.303	103.982	127	23.018	73.3%		0	Yes
Northwest TC - Bemidji	38.126	0.000	0.000	38.126	22.876	33	10.124	86.6%		0	Yes
Pine	26.808	0.000	0.000	26.808	16.085	14	-2.085	52.2%	3	0	No
Rainy River	25.072	0.000	0.000	25.072	15.043	13	-2.043	51.9%	3	1	No
Ridgewater	179.312	0.000	4.675	174.637	104.782	134	29.218	76.7%		5	Yes
Riverland	132.298	2.700	2.770	132.228	79.337	93	13.663	70.3%		2	Yes
Rochester	222.935	0.500	0.000	223.435	134.061	145	10.939	64.9%		7	Yes
Saint Cloud	132.750	0.406	0.000	133.156	79.894	115	35.106	86.4%		2	Yes
Saint Paul	167.053	0.000	0.322	166.731	100.039	103	2.961	61.8%		0	Yes
South Central	131.783	0.000	0.375	131.408	78.845	108	29.155	82.2%		7	Yes
Vermilion	36.004	2.717	2.399	36.322	21.793	25	3.207	68.8%		0	Yes
GRAND TOTALS:	4056.089	42.003	84.475	4013.617	2408.170	2799	AVG DIFF 13.03	AVG 70%	16	94	
		System-wide @ 70% =		2809.532							
		System-wide % excluding postings =		2799.000	69.74%						
		System-wide % including postings =		2893.000	72.08%	[In System-wide Compliance]					

Minnesota State College Faculty

HIRING PRACTICES

Academic Year 2005-2006

March 15, 2006

PHASE II

SUMMARY DATA

	ACTUAL	ACTUAL	ACTUAL			ACTUAL					
		Addition	Subtraction	Hir. Prac.	Hir. Prac.	Reconciled Roster				Posting	2006-07 UFT
	Total	50%	SA & Assoc.	TOTAL	TOTAL	as of March 15, 2006		Percent		Obligation	Postings
	College	Concurrent	Replcmt.	FTE	FTE	# of UFT	FTE	of UFT		By	11/24/05 thru
COLLEGE	FTE	FTE	FTE		x 60%	Faculty	Difference	@ College		March 31	3/13/2006
Alexandria	92.547	0.000	0.000	92.547	55.528	79	23.472	85.4%			0
Anoka	84.886	2.859	0.799	86.946	52.168	60	7.832	69.0%			0
Anoka-Ramsey/Cambridge	187.866	3.783	3.467	188.182	112.909	109	-3.909	57.9%	4	14	Yes
Central Lakes	135.232	0.000	3.512	131.720	79.032	99	19.968	75.2%		3	Yes
Century	282.071	0.000	12.676	269.395	161.637	184	22.363	68.3%		9	Yes
Dakota Co.	114.587	0.766	1.656	113.697	68.218	79	10.782	69.5%		0	Yes
Fond du Lac	46.309	9.983	2.062	54.230	32.538	33	0.462	60.9%		0	Yes
Hennepin	184.618	0.117	1.375	183.360	110.016	151	40.984	82.4%		0	Yes
Hibbing	76.709	0.000	0.648	76.061	45.637	60	14.363	78.9%		1	Yes
Inver Hills	149.870	0.000	3.141	146.729	88.037	87	-1.037	59.3%	2	4	Yes
Itasca	58.382	0.167	3.901	54.648	32.789	42	9.211	76.9%		0	Yes
Lake Superior	161.604	8.283	1.635	168.252	100.951	99	-1.951	58.8%	2	5	Yes
Mesabi-Range	66.059	3.550	2.417	67.192	40.315	45	4.685	67.0%		0	Yes
Minneapolis	249.978	0.000	10.430	239.548	143.729	146	2.271	60.9%		8	Yes
Minnesota State C & T C	268.231	6.450	5.707	268.974	161.384	187	25.616	69.5%		11	Yes
MN West	126.630	0.350	1.267	125.713	75.428	91	15.572	72.4%		0	Yes
MSC-SE Technical	68.983	0.000	0.563	68.420	41.052	54	12.948	78.9%		2	Yes
Normandale	262.126	0.233	10.100	252.259	151.355	177	25.645	70.2%		13	Yes
North Hennepin	173.233	0.000	6.171	167.062	100.237	103	2.763	61.7%		8	Yes
Northland	174.027	1.683	2.407	173.303	103.982	128	24.018	73.9%		1	Yes
Northwest TC - Bemidji	38.126	0.000	0.000	38.126	22.876	31	8.124	81.3%		0	Yes
Pine	26.808	0.000	0.000	26.808	16.085	13	-3.085	48.5%	4	0	No
Rainy River	25.072	0.000	0.000	25.072	15.043	13	-2.043	51.9%	3	2*	No
Ridgewater	179.312	0.000	4.675	174.637	104.782	134	29.218	76.7%		5	Yes
Riverland	132.298	2.700	2.770	132.228	79.337	93	13.663	70.3%		2	Yes
Rochester	222.935	0.500	0.000	223.435	134.061	145	10.939	64.9%		7	Yes
Saint Cloud	132.750	0.406	0.000	133.156	79.894	110	30.106	82.6%		2	Yes
Saint Paul	167.053	0.000	0.322	166.731	100.039	103	2.961	61.8%		0	Yes
South Central	131.783	0.000	0.375	131.408	78.845	108	29.155	82.2%		6	Yes
Vermilion	36.004	2.717	2.399	36.322	21.793	25	3.207	68.8%		0	Yes
GRAND TOTALS:	4056.089	44.547	84.475	4016.161	2409.697	2788	AVG DIFF 12.64	AVG 70%	15	101	
		System-wide @ 70% =		2811.313							* One waived UFT posting for a UFT hire 2006-07.
		System-wide % excluding postings =		2788.000	69.42%						
		System-wide % including postings =		2889.000	71.93%		[In System-wide Compliance]				

HP 03 VS HP 04

HIRING PRACTICES
COMPARISON

Bill Newton

	ACTUAL	ACTUAL	ACTUAL			ACTUAL	ACTUAL	ACTUAL	ACTUAL			ACTUAL		
	Total	Add	Subtract	Hir. Prac.	Hir. Prac.	of February 15, 2004	Total	Add	Subtract	Hir. Prac.	Hir. Prac.	of February 15, 2004	03 VS 04	03 VS 04
	College	Concurrent	Replcmt.	TOTAL	TOTAL	# of UFT	College	Concurrent	Replcmt.	TOTAL	TOTAL	# of UFT	TOTAL	UFT
	FTE	FTE	FTE	FTE	FTE	x 60%	Faculty	FTE	FTE	FTE	FTE	x 60%	Faculty	FACULTY
COLLEGE	FTE	FTE	FTE	FTE	FTE	x 60%	Faculty	FTE	FTE	FTE	FTE	x 60%	Faculty	FACULTY
Alexandria	99.025	0.281	0.000	99.306	59.584	89	102.489	0.141	0.000	102.630	61.578	90	93.306	-1
Anoka	91.994	2.031	1.967	92.058	55.235	65	85.912	1.203	0.000	87.115	52.269	71	86.058	-6
Anoka-Ramsey/Cambridge	183.137	4.167	10.733	176.571	105.943	102	169.629	4.017	7.177	166.469	99.881	103	170.571	-1
Central Lakes	139.718	0.000	2.020	137.698	82.619	106	140.950	0.000	1.257	139.693	83.816	110	131.698	-4
Century	263.288	0.000	5.391	257.897	154.738	179	251.392	0.000	8.883	242.509	145.505	173	251.897	6
Dakota Co.	111.662	0.000	1.690	109.972	65.983	79	107.174	0.125	0.000	107.299	64.379	80	103.972	-1
Fond du Lac	45.704	5.550	1.100	50.154	30.092	27	43.096	3.300	3.200	43.196	25.918	43	44.154	-16
Hennepin	186.447	0.000	1.000	185.447	111.268	142	189.365	0.000	1.250	188.115	112.869	24	179.447	118
Hibbing	84.075	0.000	1.537	82.538	49.523	60	84.113	0.000	0.000	84.113	50.468	147	76.538	-87
Inver Hills	137.922	0.000	1.100	136.822	82.093	81	135.212	0.000	2.213	132.999	79.799	60	130.822	21
Itasca	54.392	0.000	2.067	52.325	31.395	40	58.150	0.000	1.500	56.650	33.990	83	46.325	-43
Lake Superior	159.897	1.300	5.613	155.584	93.350	94	146.831	2.683	2.867	146.647	87.988	41	149.584	53
Mesabi-Range	76.826	3.183	2.783	77.226	46.336	48	78.497	3.183	4.668	77.012	46.207	96	71.226	-48
Minneapolis	246.156	0.000	7.586	238.570	143.142	149	247.782	0.000	0.000	247.782	148.669	48	232.570	101
Minnesota State C & T C	238.728	5.767	2.433	242.062	145.237	158	252.702	5.333	7.291	250.744	150.446	157	236.062	1
MN West	137.537	0.550	1.030	137.057	82.234	96	81.617	0.717	0.533	81.801	49.081	99	131.057	-3
MSC-SE Technical	64.983	0.094	0.000	65.077	39.046	55	58.425	0.000	0.000	58.425	35.055	45	59.077	10
Normandale	242.399	0.300	15.000	227.699	136.619	173	227.268	0.300	15.531	212.037	127.222	168	221.699	5
North Hennepin	157.997	0.000	5.649	152.348	91.409	95	150.029	0.000	5.066	144.963	86.978	95	146.348	0
Northland	156.115	0.000	1.196	154.919	92.951	115	179.684	0.000	0.000	179.684	107.810	72	148.919	43
Northwest TC - Bemidji	44.425	0.000	0.750	43.675	26.205	34	41.268	0.094	0.500	40.862	24.517	202	37.675	-168
Pine	25.933	0.391	0.000	26.324	15.794	16	26.933	0.000	0.000	26.933	16.160	19	20.324	-3
Rainy River	23.453	0.000	0.000	23.453	14.072	17	27.672	0.000	2.000	25.672	15.403	18	17.453	-1
Ridgewater	185.268	0.000	4.525	180.743	108.446	138	184.956	0.000	1.501	183.455	110.073	151	174.743	-13
Riverland	140.181	3.383	3.074	140.490	84.294	99	132.409	2.533	1.993	132.949	79.769	102	134.490	-3
Rochester	208.931	0.450	6.000	203.381	122.029	122	195.346	0.183	2.175	193.354	116.012	119	197.381	3
Saint Cloud	133.369	0.000	1.646	131.723	79.034	108	129.727	0.000	0.000	129.727	77.836	96	125.723	12
Saint Paul	160.235	0.000	1.606	158.629	95.177	100	154.131	0.000	0.000	154.131	92.479	100	152.629	0
South Central	142.956	0.000	1.407	141.549	84.929	125	147.356	0.000	0.000	147.356	88.414	127	135.549	-2
Vermilion	26.952	2.267	0.250	28.969	17.381	23	28.200	1.967	1.634	28.533	17.120	25	22.969	-2
GRAND TOTALS:	3969.705	29.714	89.153	3910.266	2346.160	2735	3858.315	25.779	71.240	3812.854	2287.713	2764.000	3730.266	-29
		System-wide @ 70% =			2737.186						2668.998			
		System-wide % excluding postings =			2735.000						2742.000			
		System-wide % including postings =			2828.000	71.24%					2764.000	72.49%		

Newton: Hiring Practices: 1985-1987 MCCFA Contract

HP 04 VS HP 05

HIRING PRACTICES
COMPARISON

Bill Newton

	ACTUAL	ACTUAL	ACTUAL			ACTUAL	ACTUAL	ACTUAL	ACTUAL			ACTUAL		
	Total	50%	SA & Assoc.	Hir. Prac.	Hir. Prac.	15-Mar-05	Total	Add	Subtract	Hir. Prac.	Hir. Prac.	February 15, 2005	04 VS 05	04 VS 05
	College	Concurrent	Replcmt.	TOTAL	TOTAL	CF/MnSCU Reconciled	College	Concurrent	Replcmt.	TOTAL	TOTAL	ed by March 15, 2005	TOTAL	UFT
	FTE	FTE	FTE	FTE	FTE	# of UFT	FTE	FTE	FTE	FTE	FTE	# of UFT	FTE	FACULTY
	FTE	FTE	FTE	FTE	x 60%	Faculty	FTE	FTE	FTE	FTE	x 60%	Faculty	FTE	FACULTY
Alexandria	94.960	0.141	0.000	95.101	57.061	82	99.025	0.281	0.000	99.306	59.584	89	-0.281	-7
Anoka	85.179	2.031	1.168	86.042	51.625	58	91.994	2.031	1.967	92.058	55.235	65	-0.064	-7
Anoka-Ramsey/Cambridge	187.931	3.400	7.419	183.912	110.347	110	183.137	4.167	10.733	176.571	105.943	102	6.566	8
Central Lakes	144.225	0.000	6.266	137.959	82.775	103	139.718	0.000	2.020	137.698	82.619	106	2.020	-3
Century	277.027	0.000	7.840	269.187	161.512	183	263.288	0.000	5.391	257.897	154.738	179	5.391	4
Dakota Co.	110.697	0.344	1.377	109.664	65.798	78	111.662	0.000	1.690	109.972	65.983	79	1.690	-1
Fond du Lac	52.907	6.267	2.683	56.491	33.895	31	45.704	5.550	1.100	50.154	30.092	27	-4.450	4
Hennepin	187.072	0.000	1.410	185.662	111.397	143	186.447	0.000	1.000	185.447	111.268	142	1.000	1
Hibbing	82.818	0.000	0.543	82.275	49.365	60	84.075	0.000	1.537	82.538	49.523	60	1.537	0
Inver Hills	144.817	0.000	0.000	144.817	86.890	81	137.922	0.000	1.100	136.822	82.093	81	1.100	0
Itasca	55.381	0.000	1.334	54.047	32.428	40	54.392	0.000	2.067	52.325	31.395	40	2.067	0
Lake Superior	163.910	4.467	2.052	166.325	99.795	92	159.897	1.300	5.613	155.584	93.350	94	4.313	-2
Mesabi-Range	65.089	3.500	1.167	67.422	40.453	48	76.826	3.183	2.783	77.226	46.336	48	-0.400	0
Minneapolis	230.866	0.000	4.263	226.603	135.962	145	246.156	0.000	7.586	238.570	143.142	149	7.586	-4
Minnesota State C & T C	255.816	6.783	4.887	257.712	154.627	172	238.728	5.767	2.433	242.062	145.237	158	-3.334	14
MN West	127.558	0.517	0.784	127.291	76.375	94	137.537	0.550	1.030	137.057	82.234	96	0.480	-2
MSC-SE Technical	68.558	0.000	0.000	68.558	41.135	55	64.983	0.094	0.000	65.077	39.046	55	-0.094	0
Normandale	251.872	0.233	17.266	234.839	140.903	181	242.399	0.300	15.000	227.699	136.619	173	14.700	8
North Hennepin	162.649	0.000	4.524	158.125	94.875	100	157.997	0.000	5.649	152.348	91.409	95	5.649	5
Northland	168.338	2.600	1.733	169.205	101.523	124	156.115	0.000	1.196	154.919	92.951	115	1.196	9
Northwest TC - Bemidji	45.748	0.000	0.000	45.748	27.449	37	44.425	0.000	0.750	43.675	26.205	34	0.750	3
Pine	23.805	1.141	0.000	24.946	14.968	11	25.933	0.391	0.000	26.324	15.794	16	-0.391	-5
Rainy River	25.013	0.000	0.133	24.880	14.928	14	23.453	0.000	0.000	23.453	14.072	17	0.000	-3
Ridgewater	180.784	0.000	1.855	178.929	107.357	135	185.268	0.000	4.525	180.743	108.446	138	4.525	-3
Riverland	133.935	4.100	2.678	135.357	81.214	98	140.181	3.383	3.074	140.490	84.294	99	-0.309	-1
Rochester	215.233	0.317	0.000	215.550	129.330	134	208.931	0.450	6.000	203.381	122.029	122	5.550	12
Saint Cloud	136.033	0.000	0.376	135.657	81.394	111	133.369	0.000	1.646	131.723	79.034	108	1.646	3
Saint Paul	161.016	0.000	1.623	159.393	95.636	105	160.235	0.000	1.606	158.629	95.177	100	1.606	5
South Central	137.717	0.000	0.000	137.717	82.630	122	142.956	0.000	1.407	141.549	84.929	125	1.407	-3
Vermilion	36.043	2.983	2.067	36.959	22.175	25	26.952	2.267	0.250	28.969	17.381	23	-2.017	2
GRAND TOTALS:	4012.997	38.824	75.448	3976.373	2385.824	2772	3969.705	29.714	89.153	3910.266	2346.160	2735	59.439	37

System-wide @ 70% = 2783.461
System-wide % excluding postings = 2772.000
System-wide % including postings = 2882.000

69.71%
72.48%

System-wide @ 70% = 2737.186
System-wide % excluding postings = 2735.000
System-wide % including postings = 2828.000

69.94%
72.32%

HP 05 VS HP 06

HIRING PRACTICES
COMPARISON

Bill Newton

	ACTUAL	ACTUAL	ACTUAL				TENTATIVE	ACTUAL	ACTUAL	ACTUAL				ACTUAL		
	Total	50%	SA & Assoc.		Hir. Prac.	Hir. Prac.	Nov.1, 2005 Seniority	Total	50%	SA & Assoc.	Hir. Prac.	Hir. Prac.	15-Mar-05		05 VS 06	05 VS 06
	College	Concurren	Replcmt.		TOTAL	TOTAL	Roster Numbers Used	College	Concurren	Replcmt.	TOTAL	TOTAL	MSCF/MnSCU Reconciled		TOTAL	UFT
COLLEGE	FTE	FTE	FTE		FTE	FTE	# of UFT	FTE	FTE	FTE	FTE	FTE	# of UFT		FTE	FACULTY
						x 60%	Faculty					x 60%	Faculty			
Alexandria	92.547	0.000	0.000		92.547	55.528	79	94.960	0.141	0.000	95.101	57.061	82		-2.554	-3
Anoka	84.886	1.281	0.799		85.368	51.221	60	85.179	2.031	1.168	86.042	51.625	58		-0.674	2
Anoka-Ramsey/Cambridge	187.866	3.783	3.467		188.182	112.909	109	187.931	3.400	7.419	183.912	110.347	110		4.270	-1
Central Lakes	135.232	0.000	3.512		131.720	79.032	99	144.225	0.000	6.266	137.959	82.775	103		-6.239	-4
Century	282.071	0.000	12.676		269.395	161.637	184	277.027	0.000	7.840	269.187	161.512	183		0.208	1
Dakota Co.	114.587	0.766	1.656		113.697	68.218	79	110.697	0.344	1.377	109.664	65.798	78		4.033	1
Fond du Lac	46.309	9.017	2.062		53.264	31.958	33	52.907	6.267	2.683	56.491	33.895	31		-3.227	2
Hennepin	184.618	0.117	1.375		183.360	110.016	151	187.072	0.000	1.410	185.662	111.397	143		-2.302	8
Hibbing	76.709	0.000	0.648		76.061	45.637	60	82.818	0.000	0.543	82.275	49.365	60		-6.214	0
Inver Hills	149.870	0.000	3.141		146.729	88.037	87	144.817	0.000	0.000	144.817	86.890	81		1.912	6
Itasca	58.382	0.167	3.901		54.648	32.789	42	55.381	0.000	1.334	54.047	32.428	40		0.601	2
Lake Superior	161.604	8.283	1.635		168.252	100.951	99	163.910	4.467	2.052	166.325	99.795	92		1.927	7
Mesabi-Range	66.059	3.550	2.417		67.192	40.315	45	65.089	3.500	1.167	67.422	40.453	48		-0.230	-3
Minneapolis	249.978	0.000	10.430		239.548	143.729	146	230.866	0.000	4.263	226.603	135.962	145		12.945	1
Minnesota State C & T C	268.231	6.450	5.707		268.974	161.384	187	255.816	6.783	4.887	257.712	154.627	172		11.262	15
MN West	126.630	0.350	1.267		125.713	75.428	91	127.558	0.517	0.784	127.291	76.375	94		-1.578	-3
MSC-SE Technical	68.983	0.000	0.563		68.420	41.052	54	68.558	0.000	0.000	68.558	41.135	55		-0.138	-1
Normandale	262.126	0.233	10.100		252.259	151.355	177	251.872	0.233	17.266	234.839	140.903	181		17.420	-4
North Hennepin	173.233	0.000	6.171		167.062	100.237	103	162.649	0.000	4.524	158.125	94.875	100		8.937	3
Northland	174.027	1.683	2.407		173.303	103.982	128	168.338	2.600	1.733	169.205	101.523	124		4.098	4
Northwest TC - Bemidji	38.126	0.000	0.000		38.126	22.876	31	45.748	0.000	0.000	45.748	27.449	37		-7.622	-6
Pine	26.808	0.000	0.000		26.808	16.085	13	23.805	1.141	0.000	24.946	14.968	11		1.862	2
Rainy River	25.072	0.000	0.000		25.072	15.043	13	25.013	0.000	0.133	24.880	14.928	14		0.192	-1
Ridgewater	179.312	0.000	4.675		174.637	104.782	134	180.784	0.000	1.855	178.929	107.357	135		-4.292	-1
Riverland	132.298	2.700	2.770		132.228	79.337	93	133.935	4.100	2.678	135.357	81.214	98		-3.129	-5
Rochester	222.935	0.500	0.000		223.435	134.061	145	215.233	0.317	0.000	215.550	129.330	134		7.885	11
Saint Cloud	132.750	0.406	0.000		133.156	79.894	110	136.033	0.000	0.376	135.657	81.394	111		-2.501	-1
Saint Paul	167.053	0.000	0.322		166.731	100.039	103	161.016	0.000	1.623	159.393	95.636	105		7.338	-2
South Central	131.783	0.000	0.375		131.408	78.845	108	137.717	0.000	0.000	137.717	82.630	122		-6.309	-14
Vermilion	36.004	2.717	2.399		36.322	21.793	25	36.043	2.983	2.067	36.959	22.175	25		-0.637	0
GRAND TOTALS:	4056.089	42.003	84.475	#	4013.617	2408.170	2788	4012.997	38.824	75.448	#	3976.373	2385.824	2772	37.244	16

System-wide @ 70% =

2811.313

System-wide @ 70% =

2783.461

System-wide % excluding postings =

2788.000

69.42% # System-wide % excluding postin

2772.000

69.71%

System-wide % including postings =

2889.000

71.93% # System-wide % including postin

2882.000

72.48%